

LINCOLN-LANCASTER WOMEN'S COMMISSION



Commission Quarterly

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International Women's Day Celebrates Annual Honorees

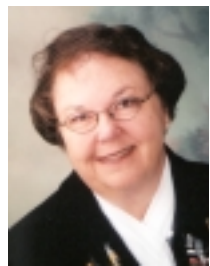
By Diane Mullins
LLWC Public Information Specialist

Multi-colored flags donned the Cornhusker Hotel's Lancaster Room for guests attending the Lincoln-Lancaster Women's Commission's 27th annual awards ceremony on March 7, 2003.

American flag centerpieces joined in decorating the tables filled with multi-colored programs, highlighting four individuals recognized for their work in promoting and advocating the advancement of women.

Held in recognition of International Women's Day, nationally recognized on March 8th, *Weaving Women's Voices* brought together a diverse community of women from all walks of life and ethnic backgrounds to join in a common voice, a common goal, one of equality.

About 200 attendees joined in applauding this year's award winners, which were selected by the Lincoln-Lancaster Women's Commission. All winners received an engraved plaque as tribute for a job well done.



Kathy Campbell
Alice Paul Award

The Alice Paul Award was presented to **Kathy Campbell**, who recently retired from 16 years of public service before accepting her current position as vice president of the Cedars Foundation. For the past 30 years, she has worked tirelessly for change in many human service areas. Her strong voice of advocacy penetrated such family issues as child abuse prevention, alcohol and drug prevention, juvenile and court systems, homelessness, violence against women and children, and economic development.



Bob Moyer
Erasmus Correll Award

Erasmus Correll recipient, **Bob Moyer** has served as executive director of the Family Violence Council since 1995. His dedication to safety for battered women is measured through countless early morning and late night hours, through long days filled with speaking, teaching, writing, planning, coordinating, flexing and stretching his strengths and knowledge to advance the work of prevention. In addition to his main objectives, he has worked tirelessly to coordinate efforts to improve interventions and support systems for Latinas and African-American women experiencing violence. His expertise was instrumental in

Linda Marcy
Woman Artist
Visual Arts

establishing standards for batterer intervention programs in Lancaster County and he is currently formulating statewide guidelines on a special committee which he chairs. Moyer was recognized for his in-depth work and contributions to prevention

by tracking the criminal justice system responses to domestic violence and reporting accurate information in an annual report, which is now used as a model by many agencies to coordinate services.

Woman Artist in the Visual Arts recipient **Linda Marcy** has spent the past 25 years working as an artist, therapist and teacher in a wide variety of environments ranging from preschool to senior centers to psychiatric hospitals.



City of Lincoln's Mayor Don Wesely, at left, greets Helen Boosalis, a former Mayor of the late 1970's, to share in LLWC's annual awards luncheon.

Her focus to help people in all stages of life and situations has intertwined with women's issues and the need to empower women. Her therapeutic approach is value-centered, using solution-focused therapy to emphasize strengths and total wellness. Marcy also owns and operates her own business, Art Therapy Express.

The Young Feminist of the Year recipient, **Natalie Roberts**, exhibits a passion for enhancing the quality of life for children, young women and men. The Northeast High School student is currently working as co-chair of the Equity Committee to coordinate and promote Unity Day, to celebrate and learn about issues of diversity and equality. She is a member of the student council and has taken leadership roles in the Gay, Lesbian, Bi-sexual, Transgendered, Straight Alliance (GLBTSA) Club for the past four years. Through her equity involvement, she has been an active participant in the Day of Silence, World AIDS Day, the Chain Around the Capitol and Pride Prom.

Keynote speaker, **Preeta Bansal**, a Visiting Professor at the University of Nebraska College of Law, gave a short presentation on women's issues around the world. Bansal, an Lincoln East High School alumna, was born in India and immigrated with her family to Lincoln at the age of three. She is a *magna cum laude* and Phi Beta Kappa graduate of Harvard-Radcliffe College. She served as law clerk to several Supreme Court Justices and participated in drafting the "New Federalism" guidelines for the role of government and attorney generals nationwide. She

went to India under the direction of former President Jimmy Carter to oversee India's national elections. She served in the Clinton Administration as counselor in the U.S. Department of Justice and as Special Counsel in the Office of the White House Counsel, where she focused on issues relating to youth violence and violence against women, and coordinated the United States' agenda for the United Nations Conference on Women in Beijing.



Preeta Bansal
Keynote, UNL
College of Law



Peggy Newquist, at left, and Lailoma Ayubzai, who celebrated International Women's Day by dressing in her native Afghanistan attire, enjoyed the many networking opportunities available at the *Weaving Women's Voices* luncheon.



Photos courtesy of Bonnie Coffey

It's always a pleasure to see old friends and make new ones as Wayne Boles, owner of Lazlo's Brewery and the new Fireworks Restaurant, at left, chats with Joyce Quinn, director for Affirmative Action for City of Lincoln, Lancaster County and the Lincoln Electric System.

WHY NEBRASKA WOMEN NEED TO ...

Vote

ON
April 8 - Primary
&
May 6 - General

* Nebraskan women rank 39th in the nation for women holding public offices.
* Nebraskan women make 71 cents for every one dollar bill that a Nebraska man earns and for women of color, that number is far less.

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Military Women Face Battles on Two Home Fronts

With the strange turn of events - be it wrong or be it right - our country and its people are actively engaged in war. Having had peace for the past decade, many of our “soldiers” had joined the service for other reasons, ranging from secure employment to paying off student loans, rather than plowing through a distant desert in the middle of the night to face an enemy, firing at will.

Since colonial times there have been odd parallels between the United States' attitude toward the military and the military's attitude toward women. Both were celebrated in theory but distrusted in fact. The reality of both was criticized and rigidly controlled at the same time their symbolism was almost worshipped. Ideally, both were supposed to appear when needed, successfully complete the mission at hand and then disappear.

But while the contributions of the military are well known, those contributions have been largely ignored or denied. In recent years, the number of women serving in the armed services has grown significantly, as have the obligations women have undertaken in our nation's defense. Women in the military is another issue added to the list of concerns in women's equality, when combined with ongoing issues of child care, reproductive rights, sexual assault, safety and employment.

The issue is to improve opportunities for military women to serve in the full range of military assignments while expanding the protections against sexual harassment, rape and other forms of sex-based discrimination.

"Women's struggle for a place in the armed forces has been about seeking the full rights and responsibilities of citizenship. They have earned the

right to the recruiting poster's promise and challenge: 'Be All You Can Be'." said Maj. Gen. Jeanne Holm, United States Air Force.

But the sexual misconduct battleground is found in all branches of service, and women must cope with what the military defines as “interpersonal violence upon military personnel” or known to civilians as sexual assault.

“I joined the US Army at the age of 17, after my advanced early graduation from high school. I endured much more in the Army than I had ever bargained for. I was the pretty, prissy, homecoming queen that no one ever thought would join the army. Aside from my cheerleading training, I was not even physically fit for the military. I cried many nights during basic training, but I was a survivor, and determined to make it through.

Toward the end of my basic training, we were all given what was called "Christmas Exodus" leave. I went home to visit my family with such pride and sense of accomplishment that I was almost done, only two weeks remained prior to my graduation. Not to mention the fact that I had been made a 'squad leader', which gave me some authority over my peers. I decided to return early. When I arrived on base, I was told by the staff duty officer that I was the only female there and that the only place for me would be in the male barracks or a hotel! Well, I walked out the door with this NCO to head to a hotel. He initially put my bags in the military vehicle, then later moved them into his personal vehicle. I didn't figure it out until YEARS later. Anyway, we arrived at a little hotel off base and I went to sign in and the hotel caretaker was very friendly. I was escorted to my room by the staff duty NCO who later demanded a reward for his kindness. He pushed me onto the bed and forced himself upon me. I was in such shock, I did not know how to respond. I didn't know what to do, a young soldier, close to the end of basic training and being accosted by a senior NCO. Was it rape? Or was it my duty? I was so confused. Afterwards, he sat at the edge of the bed and held his hand in his face and ranted about how this could ruin his career and that I should not tell anybody, but I was just so pretty and he could not help himself. I did not move until he left. I sat for a few minutes, then called my recruiter. I told him what had happened, but not to tell anyone because basic was hard enough already and I didn't want any trouble. Well, he didn't listen and called my commander. Next thing I knew, the MPs were at my hotel

Proportionality Rule, the Issue

Title IX was passed in 1972 to compel schools and colleges at all levels that receive federal funds to provide women and men with equal opportunities to participate in all educational activities, including sports.

Currently, Title IX compliance is measured in three different ways: “participation,” “scholarships,” and “other benefits.” The participation aspect requires that opportunities for women to play sports must be equal to opportunities for men. The scholarships portion requires that athletic scholarship dollars should be proportional to the athletic participation of each gender. Other benefits, such as coaching, travel expenses, equipment, and facility quality must also be proportional.

The participation aspect of Title IX is the most controversial. Schools may indicate they have obeyed the law by fulfilling one prong of a three-pronged test. The first prong—the one most often challenged by opponents of Title IX—is often referred to as the “proportionality rule,” although critics sometimes refer to it as a “quota” rule. This requires that the ratio of female students to male students should be similar to the ratio of female athletes to male athletes. If institutions don't meet the requirements for the first prong, they may fulfill the second prong by showing that they are attempting to institute more opportunities in sports for the underrepresented gender or may satisfy the third prong by demonstrating that they have accommodated the skills and interests of both genders.

room door to take me to the hospital. I was so in shock. I don't even recall everything that happened. I do remember that once I was back at my company, I was visited by a JAG officer, who seemed so very supportive. I began to develop stomach cramps and all sorts of pain in my abdominal and back area. In spite of it all, I made it through and went on.” (name not given)

Not only must women battle for our country's freedoms overseas, but they must battle for their own personal safety to become “interpersonal” heroes as well as soldiers.

Sports World Anticipates Title IX

The Department of Education's Commission on Opportunity in Athletics forwarded its final report to the Bush Administration last month for consideration. This report included 15 recommendations which would change Title IX and dramatically reduce the athletic participation opportunities and scholarships to which women and girls are entitled under existing law.

The Commission advanced the proposals, at least six of which would result in the weakening of current Title IX standards if adopted by the Secretary. Although the Commission made no effort to assess each proposal's impact on the number of female athletic opportunities or athletic scholarship dollars, these proposals could result in female athletes losing thousands of opportunities to play and millions of dollars of athletic scholarship assistance.

For example, one of the proposals advanced suggests that the current equal opportunity standard be changed to a new and lower standard. If this proposal is adopted by the Secretary of Education, the following annual losses are projected: College women would lose 50,000 participation opportunities and \$122 million dollars in athletic scholarships. High School girls would lose 305,000 participation opportunities.

The Commission's final report gave expansive license to the Secretary of Education to eliminate the current strong Title IX equal opportunity standard of this important civil rights law. Despite the fact that Title IX's job is far from finished, the Commission's recommendations allow schools to be found in compliance with Title IX while falling far short of equal opportunity.

Education Secretary Rod Paige said he would not consider many of the controversial changes proposed by the Commission, and only consider those that drew unanimous support. Paige killed at least eight of the 23 change proposals, but advanced the following proposals: Allowing institutions to use regularly administered interest surveys of students' desire to play sports as a way to demonstrate compliance with the law; Counting the number of slots the school makes available on each athletic team rather than the number of students who end up participating on those teams, and allowing nonscholarship and other nonrecruited players - who are known as walk-ons - to play on teams without being counted in the school's compliances totals.

The commission was named by the Bush administration to examine whether Title IX, the 1972 federal law that bans sex discrimination at schools receiving federal funds, is working for men and women.

Two Professional Athletes Dissented Final Report

Two members of the federal commission studying Title IX refused to sign the final report that took six months to write and goes to Education Secretary Rod Paige. Instead, they issued an unofficial minority report, saying the 15-member Commission on Athletic Opportunity was “slanted, inaccurate” and inadequately expresses their views.

At the groups final meeting, Julie Foudy, captain of the U.S. women's national soccer team that is scheduled to play in the Women's World Cup this fall in China, and Donna de Varona, a former Olympic gold medalist swimmer, sent letters to co-chairs and staff complaining that the report was more about lost opportunities for men than about “continuing discrimination” against women.

The report cites men's teams that have been dropped but says little about women representing roughly 42% of athletes and 36% of athletic budgets in colleges.

WHY NEBRASKA WOMEN NEED TO VOTE

Although women make up 51% of the United States population, women account for 9% of all Senators, 13% in the House of Representatives, and 6 % of all Governors nationwide. There has never been a woman president or vice present.



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Commission Quarterly Newsletter

The Lincoln-Lancaster Women's Commission (LLWC) is an Advisory Board created by elected officials to advise the Mayor, Lincoln City Council and Lancaster County Board on issues that impact women. Please address any correspondence to: Lincoln-Lancaster Women's Commission, 440 S. 8th St., Ste. 100, Lincoln NE 68508-2294 or call (402) 441-7716.

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The Commission Quarterly is a publication of Friends of the Lincoln-Lancaster Women's Commission. Publishing costs are paid by Friends. Materials appearing in this publication shall be in accordance with the purposes, goals and official positions of the Lincoln-Lancaster Women's Commission and Friends of the Women's Commission. The Commission Quarterly is published four times a year: January, April, July and October.

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Friends of the Lincoln-Lancaster Women's Commission is a 501 (c)(3) organization that solicits funds for the commission's projects.

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WHY NEBRASKA WOMEN NEED TO VOTE



**WHEN WOMEN VOTE,
WOMEN WIN**



Women and Politics - Take Back the Vote, Step Up To Office

WASHINGTON, D.C. (WOMENSENEWS)--Thirty years into the women's political movement, there is a worrisome drop-off in the number of women running for office. Strategies to usher more women into the political pipeline was the focus of a conference sponsored earlier this month by the bipartisan White House Project.

Women are nowhere near parity in politics in this country, unlike the continuing breakthroughs made in fields of law and medicine since the early 1970s, said the conference's experts. By way of contrast, women from other nations explained the steps they took to successfully raise the number of women holding public office.

"It's been a story of stagnation," said Debbie Walsh, director of the Center for American Women and Politics at the Eagleton Institute of Politics at Rutgers University. Women have barely held their early 1990s gains in Congress with 13 percent in the Senate and 14 percent in the House. For the first time in three decades, fewer women were elected to state legislatures.

Internationally, women are moving ahead. Women hold at least 30 percent of parliamentary seats in 11 countries, 17 are heads of state and 22 are speakers of parliaments. Former Secretary of State Madeleine Albright will chair a new coalition of 350 women holding cabinet posts.

The United States appears to have hit a plateau in 59th place out of 181 nations with women elected to national legislatures. The falloff comes as Rutgers center is documenting how women bring different priorities and agendas to the table, in both parties.

"Republican women are more likely than Democratic men to have worked on legislation to benefit women," said Walsh.

Women also have overcome significant barriers in fundraising and in "credibility" issues. They do as well as men, when they run, added Walsh and Democratic consultant Donna Brazile.

In South Africa, women who had been mainstays of the African National Congress' movement against apartheid formed a national women's party when rebuffed on guarantees of seats in Parliament in the early 1990s.

"We will not be midwives to the birth of a free South Africa. We will be there as equal partners in the

creation," Sheila Sisulu recalls telling the party's men.

Today, 119 women hold seats in Parliament, putting South Africa in 11th place on the global women-in-politics ranks. "We don't have to be superwomen. We don't have to do it all by ourselves. We can make alliances, including with men, to make us effective," Sisulu said.

After 55 years of democracy, Indian women held only 8 percent of parliamentary seats in 1989. The constitution was changed to reserve one-third of village council seats for women and 1.3 million now

penalties rather than recruit an equal number of women.

Roudy also noted that all of the women asked: "Is there a place where I can go to be trained?" Not a single man asked me that. I said to the women, "Please, you must be more daring."

That resonated with the experience of Marjorie "Mo" Mowlam, the British parliamentarian who helped broker the Good Friday peace agreement for Northern Ireland. What she learned from her government work was "confidence," she said. "Some politicians learned it at Oxford or Cambridge;" women usually learn it on the job. Mentoring other women also is crucial since "the 'boys club' still operates . . . and they look after each other but not us."

U.S. political consultants and analysts differed as to whether rule changes could jump-start a new movement of women into U.S. politics. Georgia Duerst-Lahti, Beloit College's political science chair, and Bob Richie, executive director of the Center for Voting and Democracy, said options should be explored to local winner-take-all electoral rules.

A woman's party, as in South Africa, was not seen as a viable alternative. Democratic pollster Celinda Lake said that would guarantee a Republican victory. She said 59 percent of the Democratic Party primary voters are women. "We should take back our party."

Quotas, such as those imposed in other nations, also were thought not to be right for U.S. politics.

"You have to increase a woman's effectiveness, not restrict it by saying she got in office by getting special favors," said Republican consultant Linda DiVall.

Political consultant Brazile called for extending voting hours, moving voting booths closer "to wherever women are--child care centers, beauty parlors, closer to home" and recruiting women candidates even for difficult seats.

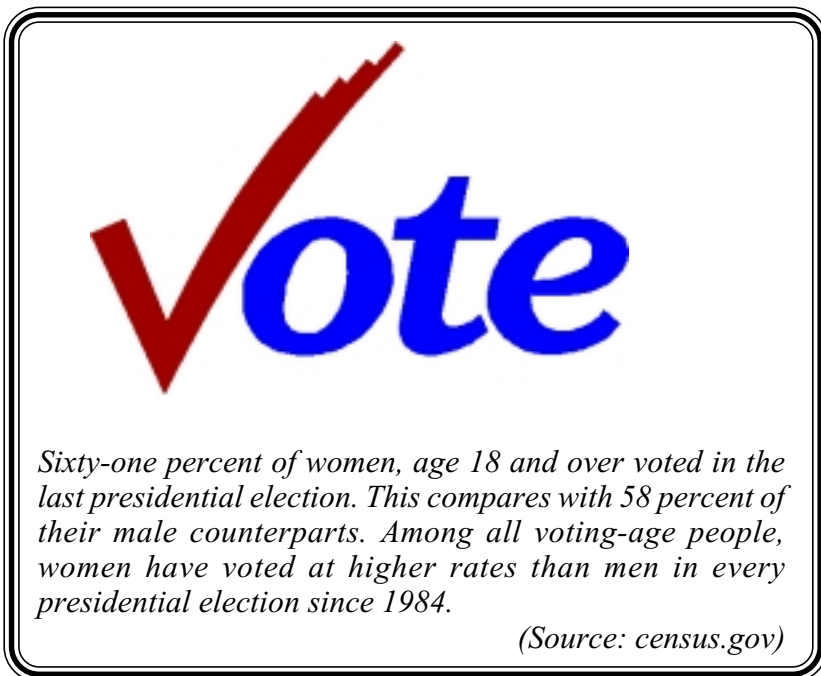
"We have to think out of the box. Change will not come automatically. We need a bold strategy," she said. "We have to stop waiting for someone to give us a chair--bring a folding chair."

Ruth Mandel, director of the Eagleton Institute of Politics, remained skeptical that electoral reforms, let alone quotas, would guarantee more women ran for office. "Progress will be one woman at a time--with basic recruitment and support."

For more information on the The White House Project: <http://www.thewhitehouseproject.org/>

Center for American Women and Politics:
<http://www.rci.rutgers.edu/~cawp/>

(Peggy Simpson is a free-lance writer based in Washington, D.C. Reprinted with permission of Women's eNews)



hold those posts. Applying the quota principle to the national parliament is proving a harder sell, said Ranjana Kumari, director of the Centre for Social Research.

In 1996, impatient at the slow pace of women in French politics, Yvette Roudy recruited five women from the left and five from the right of French politics who caused shock waves with their "Manifesto of the Ten," calling for more women in politics.

Socialist leader Lionel Jospin required women to be slated in 30 percent of his party's seats; today, women hold 16 percent of socialist seats. The constitution was changed in 1999 to require parity of "results." That worked especially well for city council seats, where women went from 25.5 percent to today's 47.5 percent. Nationally, however, parties are paying

What You Don't Know Can Hurt You, What You Don't Remember Can Kill You

What are rape drugs?

These drugs go by many names. Some of them are really cute. But make no mistake - they're very dangerous.

What some people call a party is really a crime.

If you think someone has slipped you "a mickey" and/or assaulted you, act immediately. Call 911 for an ambulance or have someone drive you to the hospital. Bring the beverage, if possible, and ask to be examined for sexual assault. Ask to be tested for rape drugs immediately because traces of the chemical can disappear within 12 hours. Within five to seven hours of the time you consumed the drug, ask for a blood test along with a urine test.

The most popular rape drugs are GHB and flunitrazepam.

GHB, an odorless, colorless and tasteless drug, is gamma hydroxy butyrate. It was rejected by the FDA as a possible anesthetic because the side effects are so dangerous. Easily slipped into drinks at parties or bars, its street names are more enticing: G, Liquid E, Fantasy, Georgia Home Boy, Gamma-OH, Liquid X, Scoop, Water, Everclear, Grievous Bodily Harm, Great Hormones at Bedtime and Blue Nitro.

Rohypnol, a pill, is the trade name of flunitrazepam. Its medical use is to treat severe sleep disorders and inpatient psychiatric care. Street names include Roofies, Rope, Forget pill, Mexican valium, Rib, Roachies, Wolfies and many variations of Ropies, Ruffles, etc.

Both drugs reduce the capacity to make good judgements. Both drugs severely limit a person's ability to protect themselves from sexual or physical attacks. Don't believe that "only women" can be raped.

GHB can cause extreme vomiting, seizures and induced coma, respiratory arrest and death. The side effects of GHB are intensified when used with other



drugs or alcohol.

Roofies are thought by many to be a safe way to increase the effects of drugs and alcohol, but they're wrong. It reduces inhibitions when combined with small amounts of alcohol, making it an attractive rape drug. Users often act in violent or destructive ways because of lowered inhibitions. These drugs are addictive and withdrawal symptoms include extreme anxiety, numbness, hypersensitivity to light and noise, hallucinations, convulsions and cardiovascular collapse.

So what's the plus side? Drug dealers see it as a good gateway drug to introduce users to more serious stuff.

Things you can do to protect yourself include never accepting a drink from anyone you don't know well and trust. Watch your glass.

Watch out for your friends and ask them to watch out for you. Only take drinks at a bar or club that were given by the bartender.

Don't think Roofies are safe and will only make your high more fun.

How can you tell if someone has taken one of these drugs? Watch for expressions and find none. Users act like they've had several drinks but no odor exists on the breath. Watch for slurred speech and a limp body. Withdrawal symptoms take 3-12 days to run its course, including insomnia, anxiety, tremors and sweating.

Roofies users may appear drunk, uncoordinated, and may engage in dangerous and violent activity. They experience memory loss and can be sedated up to eight hours. Withdrawal symptoms include headache, extreme anxiety, shock, confusion and cardiovascular collapse.

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Business and the Working Woman

The following is just a sample of the facts that can be found on the status of working women that was published January 2003. More information can be found on the BPW/USA web site: <http://www.bpwusa.org>.

There were 66 million working women in 2001, a significant increase from 5.3 million in 1900 and 18.4 million in 1950. At the current rate of change, the wage gap will not be eliminated until 2039.

In 2002, there were six women Chief Executive Officers in the Fortune 500 (1.2%).

According to the Center for Women's Business Research, currently one in 18 (6%) U.S. women are business owners. There were over 6 million women-owned businesses in 2002. Women of color owned 1.2 million of these firms. Women-owned firms represent 28% of all U.S. businesses, generating \$1.15 trillion in sales, and 20% of these firms are owned by women of color. In other words, one in five women-owned firms is owned by a woman of color.

Between 1997 and 2002, the number of women-owned firms increased by 14% nationwide, twice the rate of all firms (14% vs. 7%). Firms owned by women of color increased by 32%. During that same time period, the greatest growth in the number of women-owned firms was in "nontraditional" industries including construction, agricultural services, transportation/communications, and finance/insurance/real estate.

Women-owned businesses are just as financially strong and creditworthy as the average U.S. firm, with similar performance on bill payment and similar levels of credit risk.

Women business owners are more likely than male business owners to use the Internet for business--61% of women compared to 55% of men. Among Internet users, women and men business owners are equally likely to have Web sites (50% to 54% respectively).

The workforce of women-owned firms shows more gender equity. Women business owners overall employ a roughly gender-balanced workforce (52% women and 48% men), while male business owners employ, on average, 38% women and 62% men.



WHY NEBRASKA WOMEN NEED TO VOTE



* We rank second in the nation for women's labor force participation, but 45th in the nation in Women's Median Annual Earnings.

* We rank 42nd in the nation for women in managerial and professional occupations.

**NOW IS THE TIME FOR ALL GOOD WOMEN
TO COME TO THE AID OF**

Themselves!

*Tuesday, April 15, is a RED letter
day for Nebraskan women!*

The median earnings of women in Nebraska are only 71 cents compared to every \$1 a man earns. Across the country on Tuesday, April 15, workers' rights advocates will take part in a day of action to end unfair pay practices - a top concern for women and people of color nationally and in Nebraska.

Here in Lincoln, the Lincoln-Lancaster Women's Commission is giving out FREE, while supplies last, "I'm Working in the RED" buttons. Economic equity is an issue that affects all of us. Working together, we can ensure that all Americans get the respect that comes with a fair paycheck.

Nationally, the Census Bureau reports that the average woman earns just 76¢ compared to the average man's one dollar. Women of color are worse off. African American women make 69¢ on the dollar compared to the highest earners (white men), while Hispanic women make only 56¢. The Lincoln-Lancaster Women's Commission is joining the National Committee on Pay Equity, National Association of Commissions for Women, Business and Professional Women (BPW) and hundreds of organizations nationwide to observe Equal Pay Day on Tuesday, April 15. Tuesday symbolizes the day when women's wages catch up to men's wages from the previous week. In other words, because women earn less, on average, they must work nearly seven days to earn what the average man would earn in

Women-owned firms in the U.S. are more likely than all firms to offer flex-time, tuition reimbursement, and profit sharing to their employees.

Women contribute significantly to their families' incomes. Among married-couple families with dual earnings, approximately one fifth of the wives earn more than their husbands.

(<http://www.bpwusa.org/content/Workplace/FactsandFigures/101Facts.html>)

Welcome to the Wage Gap of the 21st Century

The Wage Gap.

Some say it doesn't exist.

Others say it's just a economic fluke.

But according to a Business and Professional Women's Foundation/American Management Association study on compensation and benefits, it happens to be the truth.

Among other job inequities, women are less likely than men to receive additional compensation in forms other than salary (performance bonuses, stock options, profit sharing, etc).

In 2001, the wage gap was 24%, down from 27% in 2000. The average American woman was paid 76 cents for every dollar made by a man. At the current rate of change, the wage gap will not be eliminated until 2039.

Over the course of her career, the average woman loses approximately \$250,000 to the wage gap.

In 1999, America's working families lost \$200 billion of annual income to the wage gap, an average of \$4,000 per family, even after accounting for differences in education, age, location and the number of hours worked.

The wage gap is even wider for women of color. In 2001, African-American women made 69% of white male earnings and Hispanic woman made 56%.

The wage gap continues to widen with age. In 2001, women aged 16-24 earned 90% compared to their male counterparts. Women aged 25 and over earned 78% and women aged 65 and older earned only 68% of men their age.

A college degree does not protect a woman from the wage gap. Women who graduate from college earn 72% as much as men with the same education.

Also, according to a 2002 Catalyst study, women held 5.2% of the top earning positions in the Fortune 500, an increase from 4.1% in 2000.

In 2002, there were 107 Fortune 500 companies with women corporate officers who were top earners, compared to 72 in 1999.

In 2000, ten companies had two women among their five most highly paid executives. Furthermore, only six companies had a woman of color top-earner.

(Sources: Department of Labor, Bureau of Labor Statistics, "Highlights of Women's Earnings 2001," 2001.

*Legislative Commission on the Status of Women, assorted fact sheets, 2000.

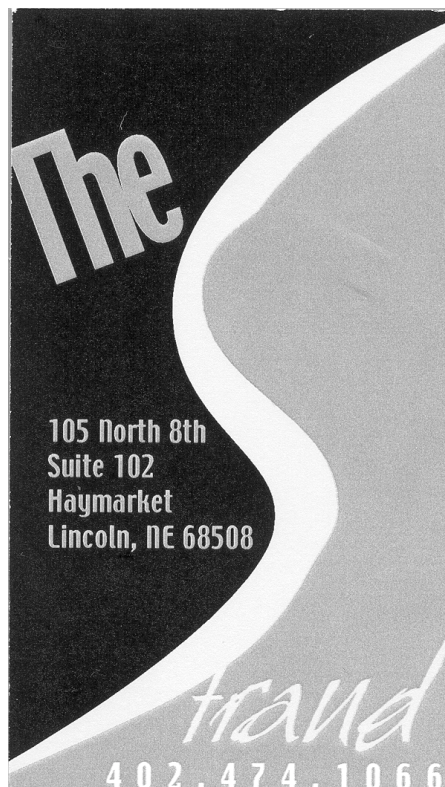
*The National Committee on Pay Equity, assorted fact sheets, 2002.

*AFL-CIO and the Institute for Women's Policy Research, "Equal Pay for Working Families," 1999.

*Business and Professional Women's Foundation/AMA Survey, "Compensation and Benefits: A Focus on Gender," 1999.

*Catalyst, "2002 Catalyst Census of Women Corporate Officers and Top Earners of the Fortune 500," 2002.

*Business and Professional Women/USA Press Release, poll conducted by Jennifer Laszlo and Frank Luntz, September 29, 1999.



CQ Tidbits

Welcome New Commissioner

Recently appointed by Mayor Don Wesely and approved by City Council and Lancaster County Board of Commissioners, Janet Lu joined the Women's Commission. Lu works at the Nebraska Wesleyan University as head of library services, and serves as a guest lecturer on Chinese Immigration, its people, the language and culture.

"Take Our Daughters To Work Day" Sees New Changes for 2003

The Ms. Foundation for Women launched "Take Our Daughters And Sons To Work Day," with a new marketing program dedicated to helping the nation's daughters and sons explore their future opportunities at work, at home, and in their community. Establishing a new tradition, the annual event, which is recognized on the last Thursday in April, collaborates efforts between educational institutions, parents and business owners.

Older Americans' Mental Health Week, New National Observance

The national Older Women's League (OWL) has announced its sponsorship to *Older Americans' Mental Health Week*, a new nationally recognized public health campaign, scheduled to be launched in May.

According to OWL, the mental health needs of older Americans have been ignored far too long. People of all ages have mistakenly assumed that mental health problems were a normal part of the aging process. This misguided thinking has serious implications, especially for Midlife and older women.

In an effort to bring about awareness in public education, the national OWL headquarters in Washington D. C., is offering information to grassroots chapters and community leaders on how to host programs and events for the purpose of *Older Americans' Mental Health Week*.

For more information, contact the national OWL headquarters at 1-800-825-3695 or use its web site address found at <http://www.owl-national.org/mentalhealthweek/index.html>

Essential Medical Exams for Women 50 to 60 Years Old

It's never the wrong time to do something right! Pick up the phone, and make your medical appointments. Women between the ages of 50 to 60 years old should have the following check ups: heart disease screening, colorectal cancer screening, mammogram, pelvic exam and pap test (60% of patients are diagnosed at this age); hearing test, bone density and eye exam.

WHY NEBRASKA WOMEN NEED TO VOTE

"If American women would increase their voting turnout by just 10%, we would see an end to the budget cuts in the programs that benefit women and children,"

---Coretta Scott King.




Family.

**Planned Parenthood gives you
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Planned Parenthood is working to protect and expand reproductive choices, to increase access to reproductive health information and services, to encourage better means of contraception, and to advocate for your rights to make your own responsible choices.

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